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KUESIONER

Dengan Hormat,

Mohon kesediaan Bapak/Ibu/Saudara/i untuk mengisi kuesioner penelitian yang berjudul **“Pengaruh Program Kesejahteraan Karyawan Terhadap Semangat Kerja Karyawan PT PJB Unit Pembangkitan Gresik”**. Penelitian ini dilakukan dalam rangka memenuhi tugas akhir S-1 Manajemen Fakultas Ekonomi di Universitas Muhammadiyah Gresik. Atas kesediaan dan kerjasama Bapak/Ibu/Saudara/i, saya ucapkan terima kasih.

Petunjuk Umum

1. Bacalah baik-baik setiap pertanyaan atau pernyataan dan seluruh alternatif jawaban.
2. Tidak ada jawaban benar atau salah, semuanya tergantung pada anda dan jawaban anda tidak akan berpengaruh terhadap pekerjaan dan karir anda. Kami hanya menginginkan jawaban yang jujur sesuai dengan keadaan dan kondisi anda.

Identitas Responden

Nama : _____

Jenis Kelamin : Laki-laki / Perempuan *coret yang tidak perlu

Usia : _____

Jabatan : _____

Masa Bekerja : _____

Mohon berikan tanda check (✓) pada salah satu kolom jawaban yang sesuai dengan pendapat Bapak/Ibu/Saudara/i.

Pernyataan di bawah ini dengan kode:

SS = Sangat Setuju

S = Setuju

CS = Cukup Setuju

TS = Tidak Setuju

STS = Sangat Tidak Setuju

Kuesioner Program Kesejahteraan Bersifat Ekonomis

No.	Pernyataan	SS	S	CS	TS	STS
1.	Perusahaan akan mengganti biaya pengobatan apabila saya berobat ke rumah sakit manapun					
2.	Program pensiun yang ada di perusahaan cukup baik dan sesuai dengan tingkat jabatan					
3.	Perusahaan memberikan uang makan dan transport sesuai dengan kebutuhan saya					

Kuesioner Program Kesejahteraan Bersifat Fasilitatif

No.	Pernyataan	SS	S	CS	TS	STS
1.	Sarana SBO (Spiritual, Budaya dan Olahraga) sangat representatif untuk saya dalam melaksanakan ibadah, mengembangkan seni dan olahraga					
2.	Saya mendapatkan manfaat seperti pendidikan dan pelatihan dari adanya Akademi Komunitas Perusahaan					
3.	Program cuti yang diberikan kepada saya sesuai dengan ketentuan perusahaan					

Kuesioner Program Kesejahteraan Bersifat Pelayanan

No.	Pernyataan	SS	S	CS	TS	STS
1.	Adanya evaluasi rutin melalui OFI (<i>Opportunity for Improvement</i>) membantu saya dalam pencapaian kontrak kinerja					
2.	Adanya program <i>Employee Gathering</i> dan <i>Family Gathering</i> membuat saya terhindar dari kebosanan kerja					
3.	Asuransi kesehatan, kematian dan kecelakaan membuat saya sangat merasa aman dan nyaman dalam bekerja					

Kuesioner Semangat Kerja

No.	Pernyataan	SS	S	CS	TS	STS
1.	Saya selalu mengikuti prosedur / tata tertib yang telah ditentukan oleh perusahaan					
2.	Saya selalu berpartisipasi dan berkontribusitif dalam setiap pekerjaan yang saya lakukan					
3.	Saya sangat puas dengan pekerjaan, situasi kerja dan kerjasama pimpinan dengan sesama karyawan selama ini					

Terima kasih untuk kesediaan anda mengisi kuesioner ini.

Lampiran 2

REKAPITULASI JAWABAN RESPONDEN

NO	PROGRAM KESEJAHTERAAN BERSIFAT EKONOMIS (X1)			Σ	RATA-RATA	PROGRAM KESEJAHTERAAN BERSIFAT FASILITATIF (X2)			Σ	RATA-RATA	PROGRAM KESEJAHTERAAN BERSIFAT PELAYANAN (X3)			Σ	RATA-RATA	SEMANGAT KERJA (Y)			Σ	RATA-RATA
	x1.1	x1.2	x1.3			x2.1	x2.2	x2.3			x3.1	x3.2	x3.3			y1.1	y1.2	y1.3		
1	5	5	5	15	5.00	3	3	3	9	3.00	2	4	3	9	3.00	5	4	5	14	4.67
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107	4	4	5	13	4.33	4	3	3	10	3.33	2	4	3	9	3.00	4	5	5	14	4.67
108	4	3	4	11	3.67	4	4	5	13	4.33	3	2	4	9	3.00	4	5	5	14	4.67
109	3	4	4	11	3.67	2	3	3	8	2.67	3	2	4	9	3.00	5	5	5	15	5.00

Lampiran 3

TABEL R PRODUCT MOMENT

N	r	N	r	N	r	N	r	N	r	N	r
1	0.997	41	0.301	81	0.216	121	0.177	161	0.154	201	0.138
2	0.95	42	0.297	82	0.215	122	0.176	162	0.153	202	0.137
3	0.878	43	0.294	83	0.213	123	0.176	163	0.153	203	0.137
4	0.811	44	0.291	84	0.212	124	0.175	164	0.152	204	0.137
5	0.754	45	0.288	85	0.211	125	0.174	165	0.152	205	0.136
6	0.707	46	0.285	86	0.21	126	0.174	166	0.151	206	0.136
7	0.666	47	0.282	87	0.208	127	0.173	167	0.151	207	0.136
8	0.632	48	0.279	88	0.207	128	0.172	168	0.151	208	0.135
9	0.602	49	0.276	89	0.206	129	0.172	169	0.15	209	0.135
10	0.576	50	0.273	90	0.205	130	0.171	170	0.15	210	0.135
11	0.553	51	0.271	91	0.204	131	0.17	171	0.149	211	0.134
12	0.532	52	0.268	92	0.203	132	0.17	172	0.149	212	0.134
13	0.514	53	0.266	93	0.202	133	0.169	173	0.148	213	0.134
14	0.497	54	0.263	94	0.201	134	0.168	174	0.148	214	0.134
15	0.482	55	0.261	95	0.2	135	0.168	175	0.148	215	0.133
16	0.468	56	0.259	96	0.199	136	0.167	176	0.147	216	0.133
17	0.456	57	0.256	97	0.198	137	0.167	177	0.147	217	0.133
18	0.444	58	0.254	98	0.197	138	0.166	178	0.146	218	0.132
19	0.433	59	0.252	99	0.196	139	0.165	179	0.146	219	0.132
20	0.423	60	0.25	100	0.195	140	0.165	180	0.146	220	0.132
21	0.413	61	0.248	101	0.194	141	0.164	181	0.145	221	0.131
22	0.404	62	0.246	102	0.193	142	0.164	182	0.145	222	0.131
23	0.396	63	0.244	103	0.192	143	0.163	183	0.144	223	0.131
24	0.388	64	0.242	104	0.191	144	0.163	184	0.144	224	0.131
25	0.381	65	0.24	105	0.19	145	0.162	185	0.144	225	0.13
26	0.374	66	0.239	106	0.189	146	0.161	186	0.143	226	0.13
27	0.367	67	0.237	107	0.188	147	0.161	187	0.143	227	0.13
28	0.361	68	0.235	108	0.187	148	0.16	188	0.142	228	0.129
29	0.355	69	0.234	109	0.187	149	0.16	189	0.142	229	0.129
30	0.349	70	0.232	110	0.186	150	0.159	190	0.142	230	0.129
31	0.344	71	0.23	111	0.185	151	0.159	191	0.141	231	0.129
32	0.339	72	0.229	112	0.184	152	0.158	192	0.141	232	0.128
33	0.334	73	0.227	113	0.183	153	0.158	193	0.141	233	0.128
34	0.329	74	0.226	114	0.182	154	0.157	194	0.14	234	0.128
35	0.325	75	0.224	115	0.182	155	0.157	195	0.14	235	0.127
36	0.32	76	0.223	116	0.181	156	0.156	196	0.139	236	0.127
37	0.316	77	0.221	117	0.18	157	0.156	197	0.139	237	0.127
38	0.312	78	0.22	118	0.179	158	0.155	198	0.139	238	0.127
39	0.308	79	0.219	119	0.179	159	0.155	199	0.138	239	0.126
40	0.304	80	0.217	120	0.178	160	0.154	200	0.138	240	0.126

Lampiran 4

TABEL DURBIN WATSON

N	k=1		k=2		k=3		k=4		k=5	
	dl	Du	dl	du	Dl	du	dl	du	dl	du
15	1.08	1.63	0.95	1.54	0.82	1.75	0.69	1.97	0.56	2.21
16	1.10	1.37	0.98	1.54	0.86	1.73	0.74	1.93	0.62	2.15
17	1.13	1.38	1.02	1.54	0.90	1.71	0.78	1.90	0.67	2.10
18	1.16	1.39	1.05	1.53	0.93	1.69	0.82	1.87	0.71	2.02
19	1.18	1.40	1.08	1.53	0.97	1.68	0.86	1.85	0.75	2.02
20	1.20	1.41	1.10	1.54	1.00	1.68	0.90	1.83	0.79	1.99
21	1.22	1.42	1.13	1.54	1.03	1.67	0.93	1.81	0.83	1.96
22	1.24	1.43	1.15	1.54	1.05	1.66	0.96	1.80	0.86	1.94
23	1.26	1.44	1.17	1.54	1.08	1.66	0.99	1.79	0.90	1.92
24	1.27	1.45	1.19	1.55	1.10	1.66	1.01	1.78	0.93	1.90
25	1.29	1.45	1.21	1.55	1.12	1.66	1.04	1.77	0.95	1.89
26	1.30	1.46	1.22	1.55	1.14	1.66	1.06	1.76	0.98	1.88
27	1.32	1.47	1.24	1.56	1.16	1.65	1.08	1.76	1.01	1.86
28	1.33	1.48	1.26	1.56	1.18	1.65	1.10	1.75	1.03	1.85
29	1.34	1.48	1.27	1.56	1.20	1.65	1.12	1.74	1.05	1.84
30	1.35	1.49	1.28	1.57	1.21	1.65	1.14	1.74	1.07	1.83
31	1.36	1.50	1.30	1.57	1.23	1.65	1.16	1.74	1.09	1.83
32	1.37	1.50	1.31	1.57	1.24	1.65	1.18	1.73	1.11	1.82
33	1.38	1.51	1.32	1.58	1.26	1.65	1.19	1.73	1.13	1.81
34	1.39	1.51	1.33	1.58	1.27	1.65	1.21	1.73	1.15	1.81
35	1.40	1.52	1.34	1.58	1.28	1.65	1.22	1.73	1.16	1.80
36	1.41	1.52	1.35	1.59	1.29	1.65	1.24	1.73	1.18	1.80
37	1.42	1.53	1.36	1.59	1.31	1.66	1.25	1.72	1.19	1.80
38	1.43	1.54	1.37	1.59	1.32	1.66	1.26	1.72	1.21	1.79
39	1.43	1.54	1.38	1.60	1.33	1.66	1.27	1.72	1.22	1.79
40	1.44	1.54	1.39	1.60	1.34	1.66	1.29	1.72	1.23	1.79
45	1.48	1.57	1.43	1.62	1.38	1.67	1.34	1.72	1.29	1.79
50	1.50	1.59	1.46	1.63	1.42	1.67	1.38	1.72	1.34	1.77
55	1.53	1.60	1.49	1.64	1.45	1.68	1.41	1.72	1.38	1.77
60	1.55	1.62	1.51	1.65	1.48	1.69	1.44	1.73	1.41	1.77
65	1.57	1.63	1.54	1.66	1.50	1.70	1.47	1.73	1.44	1.77
70	1.58	1.64	1.55	1.67	1.52	1.70	1.49	1.74	1.46	1.77
75	1.60	1.65	1.57	1.68	1.54	1.71	1.51	1.74	1.49	1.77
80	1.61	1.66	1.59	1.69	1.56	1.72	1.53	1.74	1.51	1.77
85	1.62	1.67	1.60	1.70	1.57	1.72	1.55	1.75	1.52	1.77
90	1.63	1.68	1.61	1.70	1.59	1.73	1.57	1.75	1.54	1.78
95	1.64	1.69	1.62	1.71	1.60	1.73	1.58	1.75	1.56	1.78
100	1.65	1.69	1.63	1.71	1.61	1.73	1.59	1.75	1.57	1.78
101	1.65	1.69	1.63	1.71	1.61	1.73	1.59	1.75	1.57	1.78
102	1.65	1.69	1.63	1.71	1.61	1.73	1.59	1.75	1.57	1.78
103	1.65	1.69	1.63	1.71	1.61	1.73	1.59	1.76	1.57	1.78
104	1.66	1.69	1.64	1.71	1.62	1.74	1.60	1.76	1.58	1.78

105	1.66	1.70	1.64	1.72	1.62	1.74	1.60	1.76	1.58	1.78
106	1.66	1.70	1.64	1.72	1.62	1.74	1.60	1.76	1.58	1.78
107	1.66	1.70	1.64	1.72	1.62	1.74	1.60	1.76	1.58	1.78
108	1.66	1.70	1.64	1.72	1.62	1.74	1.61	1.76	1.59	1.78
109	1.66	1.70	1.65	1.72	1.63	1.74	1.61	1.76	1.59	1.78
110	1.67	1.71	1.65	1.72	1.63	1.75	1.61	1.77	1.60	1.79

Lampiran 5

TABEL DISTRIBUSI T

Df	Alfa = 2,5%	Alfa = 5%	Alfa = 10%
1	12,7062	6,3138	2,0777
2	4,3027	2,9200	1,8856
3	3,1824	2,3534	1,6377
4	2,7764	2,1318	1,5332
5	2,5706	2,0150	1,4759
6	2,4469	1,9432	1,4398
7	2,3646	1,8946	1,4149
8	2,3060	1,8595	1,3968
9	2,2622	1,8331	1,3830
10	2,2281	1,8125	1,3722
11	2,2010	1,7959	1,3634
12	2,1788	1,7823	1,3562
13	2,1604	1,7709	1,3502
14	2,1448	1,7613	1,3450
15	2,1314	1,7531	1,3406
16	2,1199	1,7459	1,3368
17	2,1098	1,7396	1,3334
18	2,1009	1,7341	1,3304
19	2,0930	1,7291	1,3277
20	2,0860	1,7247	1,3253
21	2,0796	1,7207	1,3232
22	2,0739	1,7171	1,3212
23	2,0687	1,7139	1,3195
24	2,0639	1,7109	1,3178
25	2,0595	1,7081	1,3163
26	2,0555	1,7056	1,3150
27	2,0518	1,7033	1,3137
28	2,0484	1,7011	1,3125
29	2,0457	1,6991	1,3114
30	2,0423	1,6973	1,3104
31	2,0395	1,6955	1,3095
32	2,0369	1,6939	1,3086
33	2,0345	1,6924	1,3077
34	2,0322	1,6909	1,3070
35	2,0301	1,6896	1,3062
36	2,0281	1,6883	1,3055
37	2,0262	1,6871	1,3049

38	2,0244	1,6860	1,3042
39	2,0227	1,6849	1,3036
40	2,0211	1,6839	1,3031
41	2,0195	1,6829	1,3025
42	2,0181	1,6820	1,3020
43	2,0167	1,6811	1,3016
44	2,0154	1,6802	1,3011
45	2,0141	1,6794	1,3006
46	2,0129	1,6787	1,3002
47	2,0117	1,6779	1,2998
48	2,0106	1,6772	1,2994
49	2,0096	1,6766	1,2991
50	2,0086	1,6759	1,2987
51	2,0076	1,6753	1,2984
52	2,0066	1,6747	1,2980
53	2,0057	1,6741	1,2977
54	2,0049	1,6736	1,2974
55	2,0040	1,6730	1,2971
56	2,0032	1,6725	1,2969
57	2,0025	1,6720	1,2966
58	2,0017	1,6716	1,2963
59	2,0010	1,6711	1,2961
60	2,0003	1,6706	1,2958
61	1,9996	1,6702	1,2956
62	1,9990	1,6698	1,2954
63	1,9983	1,6694	1,2951
64	1,9977	1,6690	1,2949
65	1,9971	1,6686	1,2947
66	1,9966	1,6683	1,2945
67	1,9960	1,6679	1,2943
68	1,9955	1,6676	1,2941
69	1,9949	1,6672	1,2939
70	1,9944	1,6669	1,2938
71	1,9939	1,6666	1,2936
72	1,9935	1,6663	1,2934
73	1,9930	1,6660	1,2933
74	1,9925	1,6657	1,2931
75	1,9921	1,6654	1,2929
76	1,9917	1,6652	1,2928
77	1,9913	1,6649	1,2926
78	1,9908	1,6646	1,2925
79	1,9905	1,6644	1,2924

80	1,9901	1,6641	1,2922
81	1,9897	1,6639	1,2921
82	1,9893	1,6636	1,2920
83	1,9890	1,6634	1,2918
84	1,9886	1,6632	1,2917
85	1,9883	1,6630	1,2916
86	1,9879	1,6628	1,2915
87	1,9876	1,6626	1,2914
88	1,9873	1,6624	1,2912
89	1,9870	1,6622	1,2911
90	1,9867	1,6620	1,2910
91	1,9864	1,6618	1,2909
92	1,9861	1,6616	1,2908
93	1,9858	1,6614	1,2907
94	1,9855	1,6612	1,2906
95	1,9853	1,6611	1,2905
96	1,9850	1,6609	1,2904
97	1,9847	1,6607	1,2903
98	1,9845	1,6606	1,2902
99	1,9842	1,6604	1,2902
100	1,9840	1,6602	1,2901
101	1,9837	1,6601	1,2900
102	1,9835	1,6599	1,2899
103	1,9833	1,6598	1,2898
104	1,9830	1,6596	1,2897
<u>105</u>	<u>1,9828</u>	1,6595	1,2897
106	1,9826	1,6594	1,2896
107	1,9824	1,6592	1,2895
108	1,9822	1,6591	1,2894
109	1,9820	1,6590	1,2894
110	1,9818	1,6588	1,2893

Lampiran 6

TABEL PENGUJIAN NILAI F

No Df	Df				
	1	2	3	4	5
1	161.448	199.5	215.707	224.583	230.162
2	18.513	19	19.164	19.247	19.296
3	10.128	9.552	9.277	9.117	9.013
4	7.709	6.944	6.591	6.388	6.256
5	6.608	5.786	5.409	5.192	5.05
6	5.987	5.143	4.757	4.534	4.387
7	5.591	4.737	4.347	4.12	3.972
8	5.318	4.459	4.066	3.838	3.687
9	5.117	4.256	3.863	3.633	3.482
10	4.965	4.103	3.708	3.478	3.326
11	4.844	3.982	3.587	3.357	3.204
12	4.747	3.885	3.49	3.259	3.106
13	4.667	3.806	3.411	3.179	3.025
14	4.6	3.739	3.344	3.112	2.958
15	4.543	3.682	3.287	3.056	2.901
16	4.494	3.634	3.239	3.007	2.852
17	4.451	3.592	3.197	2.965	2.81
18	4.414	3.555	3.16	2.928	2.773
19	4.381	3.522	3.127	2.895	2.74
20	4.351	3.493	3.098	2.866	2.711
21	4.325	3.467	3.072	2.84	2.685
22	4.301	3.443	3.049	2.817	2.661
23	4.279	3.422	3.028	2.796	2.64
24	4.26	3.403	3.009	2.776	2.621
25	4.242	3.385	2.991	2.759	2.603
26	4.225	3.369	2.975	2.743	2.587
27	4.21	3.354	2.96	2.728	2.572
28	4.196	3.34	2.947	2.714	2.558
29	4.183	3.328	2.934	2.701	2.545
30	4.171	3.316	2.922	2.69	2.534
40	4.085	3.232	2.839	2.606	2.449
50	4.034	3.183	2.79	2.557	2.4
60	4.001	3.15	2.758	2.525	2.368
70	3.978	3.128	2.736	2.503	2.346
80	3.96	3.111	2.716	2.486	2.329
81	3.959	3.109	2.717	2.484	2.327
82	3.957	3.108	2.716	2.483	2.326
83	3.956	3.107	2.715	2.482	2.324
84	3.955	3.105	2.713	2.48	2.323
85	3.953	3.104	2.712	2.479	2.322

86	3.952	3.103	2.711	2.478	2.321
87	3.951	3.101	2.709	2.476	2.319
88	3.949	3.1	2.708	2.475	2.318
89	3.948	3.099	2.707	2.474	2.317
90	3.947	3.098	2.706	2.473	2.316
91	3.946	3.097	2.705	2.472	2.315
92	3.945	3.095	2.704	2.471	2.313
93	3.943	3.094	2.703	2.47	2.312
94	3.942	3.093	2.701	2.469	2.311
95	3.941	3.092	2.7	2.467	2.31
96	3.94	3.091	2.699	2.466	2.309
97	3.939	3.09	2.698	2.465	2.308
98	3.938	3.089	2.697	2.465	2.307
99	3.937	3.088	2.626	2.464	2.306
100	3.936	3.087	2.696	2.463	2.305
101	3.94	3.09	2.69	2.46	2.30
102	3.93	3.09	2.69	2.46	2.30
103	3.93	3.08	2.69	2.46	2.30
104	3.93	3.08	2.69	2.46	2.30
105	3.93	3.08	2.69	2.46	2.30
106	3.93	3.08	2.69	2.46	2.30
107	3.93	3.08	2.69	2.46	2.30
108	3.93	3.08	2.69	2.46	2.30
109	3.93	3.08	2.69	2.45	2.30
110	3.93	3.08	2.69	2.45	2.30

Lampiran 7

DATA STATISTIK (SPSS)**1. Frequencies****Program Kesejahteraan Karyawan Bersifat Ekonomis (X1)****Statistics**

		X1.1	X1.2	X1.3
N	Valid	109	109	109
	Missing	0	0	0

Frequency Table**X1.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	10	9.2	9.2	9.2
	3	16	14.7	14.7	23.9
	4	71	65.1	65.1	89.0
	5	12	11.0	11.0	100.0
	Total	109	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	7.3	7.3	7.3
	3	42	38.5	38.5	45.9
	4	38	34.9	34.9	80.7
	5	21	19.3	19.3	100.0
	Total	109	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	4.6	4.6	4.6
	3	23	21.1	21.1	25.7
	4	58	53.2	53.2	78.9
	5	23	21.1	21.1	100.0
	Total	109	100.0	100.0	

Program Kesejahteraan Karyawan Bersifat Fasilitatif (X2)

Statistics

		X2.1	X2.2	X2.3
N	Valid	109	109	109
	Missing	0	0	0

Frequency Table

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	9	8.3	8.3	8.3
	3	20	18.3	18.3	26.6
	4	67	61.5	61.5	88.1
	5	13	11.9	11.9	100.0
	Total	109	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	3.7	3.7	3.7
	3	33	30.3	30.3	33.9
	4	51	46.8	46.8	80.7
	5	21	19.3	19.3	100.0
	Total	109	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	6.4	6.4	6.4
	3	37	33.9	33.9	40.4
	4	44	40.4	40.4	80.7
	5	21	19.3	19.3	100.0
	Total	109	100.0	100.0	

Program Kesejahteraan Karyawan Bersifat Pelayanan (X3)

Statistics

		X3.1	X3.2	X3.3
N	Valid	109	109	109
	Missing	0	0	0

Frequency Table

X3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	10	9.2	9.2	9.2
	3	21	19.3	19.3	28.4
	4	39	35.8	35.8	64.2
	5	39	35.8	35.8	100.0
	Total	109	100.0	100.0	

X3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	11	10.1	10.1	10.1
	3	23	21.1	21.1	31.2
	4	39	35.8	35.8	67.0
	5	36	33.0	33.0	100.0
	Total	109	100.0	100.0	

X3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	.9	.9	.9
	3	47	43.1	43.1	44.0
	4	49	45.0	45.0	89.0
	5	12	11.0	11.0	100.0
	Total	109	100.0	100.0	

Semangat Kerja (Y)**Statistics**

		Y1.1	Y1.2	Y1.3
N	Valid	109	109	109
	Missing	0	0	0

Frequency Table**Y1.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	4.6	4.6	4.6
	3	25	22.9	22.9	27.5
	4	60	55.0	55.0	82.6
	5	19	17.4	17.4	100.0
	Total	109	100.0	100.0	

Y1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	11	10.1	10.1	10.1
	3	18	16.5	16.5	26.6
	4	59	54.1	54.1	80.7
	5	21	19.3	19.3	100.0
	Total	109	100.0	100.0	

Y1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	6.4	6.4	6.4
	3	30	27.5	27.5	33.9
	4	42	38.5	38.5	72.5
	5	30	27.5	27.5	100.0
	Total	109	100.0	100.0	

2. Uji Validitas

Program Kesejahteraan Karyawan Bersifat Ekonomis (X1)

		Correlations			
		X1.1	X1.2	X1.3	TOTALX1
X1.1	Pearson Correlation	1	.373**	.263**	.715**
	Sig. (2-tailed)		.000	.006	.000
	N	109	109	109	109
X1.2	Pearson Correlation	.373**	1	.377**	.803**
	Sig. (2-tailed)	.000		.000	.000
	N	109	109	109	109
X1.3	Pearson Correlation	.263**	.377**	1	.723**
	Sig. (2-tailed)	.006	.000		.000
	N	109	109	109	109
TOTALX1	Pearson Correlation	.715**	.803**	.723**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	109	109	109	109

** . Correlation is significant at the 0.01 level (2-tailed).

Program Kesejahteraan Karyawan Bersifat Fasilitatif (X2)

		Correlations			
		X2.1	X2.2	X2.3	TOTALX2
X2.1	Pearson Correlation	1	.331**	.287**	.711**
	Sig. (2-tailed)		.000	.002	.000
	N	109	109	109	109
X2.2	Pearson Correlation	.331**	1	.369**	.757**
	Sig. (2-tailed)	.000		.000	.000
	N	109	109	109	109
X2.3	Pearson Correlation	.287**	.369**	1	.761**
	Sig. (2-tailed)	.002	.000		.000
	N	109	109	109	109
TOTALX2	Pearson Correlation	.711**	.757**	.761**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	109	109	109	109

** . Correlation is significant at the 0.01 level (2-tailed).

Program Kesejahteraan Karyawan Bersifat Pelayanan (X3)

Correlations

		X3.1	X3.2	X3.3	TOTALX3
X3.1	Pearson Correlation	1	.621**	.033	.860**
	Sig. (2-tailed)		.000	.736	.000
	N	109	109	109	109
X3.2	Pearson Correlation	.621**	1	-.098	.814**
	Sig. (2-tailed)	.000		.310	.000
	N	109	109	109	109
X3.3	Pearson Correlation	.033	-.098	1	.335**
	Sig. (2-tailed)	.736	.310		.000
	N	109	109	109	109
TOTALX3	Pearson Correlation	.860**	.814**	.335**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	109	109	109	109

** . Correlation is significant at the 0.01 level (2-tailed).

Semangat Kerja (Y)

Correlations

		Y1.1	Y1.2	Y1.3	TOTALY
Y1.1	Pearson Correlation	1	.331**	.219*	.663**
	Sig. (2-tailed)		.000	.022	.000
	N	109	109	109	109
Y1.2	Pearson Correlation	.331**	1	.417**	.795**
	Sig. (2-tailed)	.000		.000	.000
	N	109	109	109	109
Y1.3	Pearson Correlation	.219*	.417**	1	.760**
	Sig. (2-tailed)	.022	.000		.000
	N	109	109	109	109
TOTALY	Pearson Correlation	.663**	.795**	.760**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	109	109	109	109

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

3. Uji Reliabilitas

Scale: Program Kesejahteraan Bersifat Ekonomis (X1)

Case Processing Summary

		N	%
Cases	Valid	109	100.0
	Excluded ^a	0	.0
	Total	109	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.606	3

Item Statistics

	Mean	Std. Deviation	N
X1.1	3.7798	.76204	109
X1.2	3.6606	.87369	109
X1.3	3.9083	.77628	109

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	7.5688	1.877	.387	.545
X1.2	7.6881	1.494	.472	.416
X1.3	7.4404	1.841	.390	.540

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
11.3486	3.266	1.80727	3

Scale: Program Kesejahteraan Bersifat Fasilitatif (X2)

Case Processing Summary

		N	%
Cases	Valid	109	100.0
	Excluded ^a	0	.0
	Total	109	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.594	3

Item Statistics

	Mean	Std. Deviation	N
X2.1	3.7706	.76537	109
X2.2	3.8165	.78369	109
X2.3	3.7248	.84844	109

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	7.5413	1.825	.372	.538
X2.2	7.4954	1.678	.437	.444
X2.3	7.5872	1.597	.403	.497

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
11.3119	3.180	1.78314	3

Scale: Program Kesejahteraan Bersifat Pelayanan (X3)

Case Processing Summary

		N	%
Cases	Valid	109	100.0
	Excluded ^a	0	.0
	Total	109	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.473	3

Item Statistics

	Mean	Std. Deviation	N
X3.1	3.9817	.96207	109
X3.2	3.9174	.97305	109
X3.3	3.6606	.68340	109

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X3.1	7.5780	1.283	.554	-.204 ^a
X3.2	7.6422	1.436	.443	.060
X3.3	7.8991	3.036	-.037	.767

a. The value is negative due to a negative average covariance among items. This violates reliability model assumptions. You may want to check item codings.

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
11.5596	3.415	1.84808	3

Scale: Semangat Kerja (Y)

Case Processing Summary

		N	%
Cases	Valid	109	100.0
	Excluded ^a	0	.0
	Total	109	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.590	3

Item Statistics

	Mean	Std. Deviation	N
Y1.1	3.8532	.75554	109
Y1.2	3.8257	.85898	109
Y1.3	3.8716	.89340	109

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y1.1	7.6972	2.176	.325	.588
Y1.2	7.7248	1.664	.483	.355
Y1.3	7.6789	1.739	.397	.494

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
11.5505	3.472	1.86332	3

4. Uji Regresi Linier Berganda

Variables Entered/Removed^p

Model	Variables Entered	Variables Removed	Method
1	LAG_TOTALY, TOTALX3, TOTALX1, TOTALX2 ^a		Enter

a. All requested variables entered.

b. Dependent Variable: TOTALY

Model Summary^p

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.607 ^a	.369	.344	1.50353	2.033

a. Predictors: (Constant), LAG_TOTALY, TOTALX3, TOTALX1, TOTALX2

b. Dependent Variable: TOTALY

ANOVA^p

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	136.076	4	34.019	15.049	.000 ^a
	Residual	232.841	103	2.261		
	Total	368.917	107			

a. Predictors: (Constant), LAG_TOTALY, TOTALX3, TOTALX1, TOTALX2

b. Dependent Variable: TOTALY

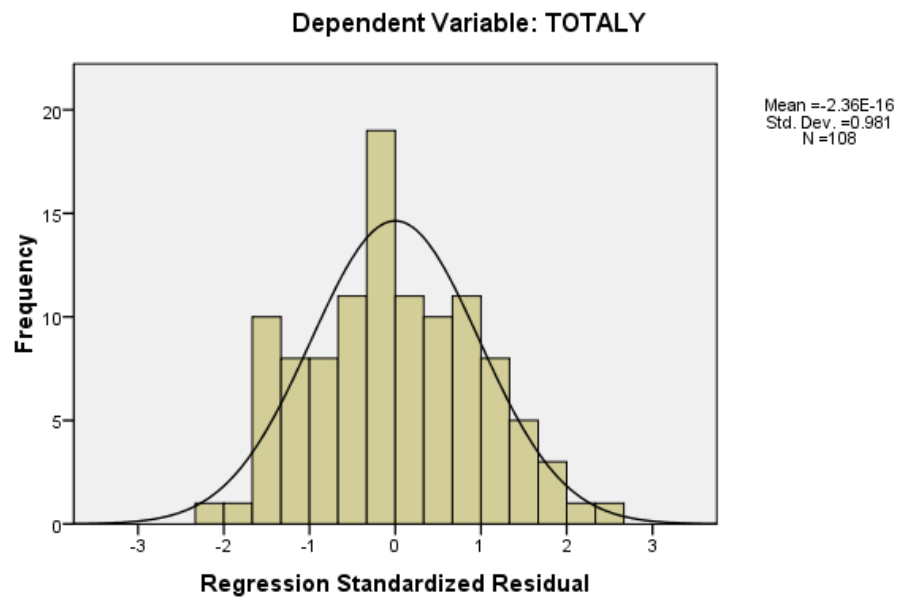
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	.995	1.488		.669	.505					
	TOTALX1	.467	.099	.448	4.705	.000	.526	.421	.368	.677	1.478
	TOTALX2	.017	.101	.016	.168	.867	.340	.017	.013	.657	1.521
	TOTALX3	.226	.082	.224	2.755	.007	.308	.262	.216	.926	1.080

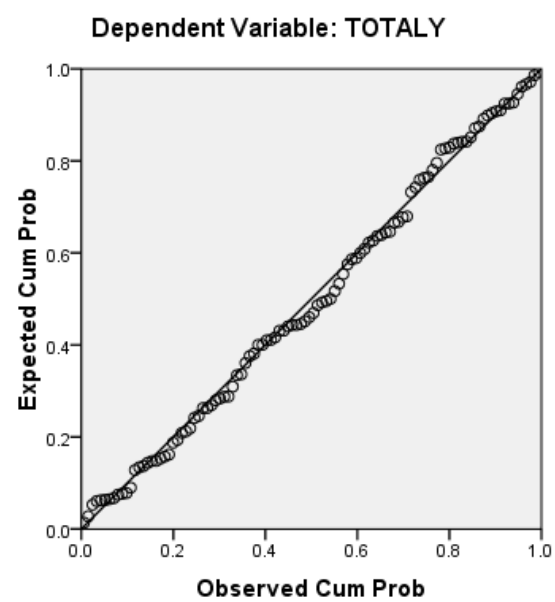
a. Dependent Variable:
TOTALY

Charts

Histogram



Normal P-P Plot of Regression Standardized Residual



Scatterplot

